

THE YALE POSTDOCTORAL ASSOCIATION MONTHLY MEETING



Tuesday, October 11th, 2022 | 6:00 PM |

Chairs [7 min]

- Announce open Co-Chair position for 2023
 - Begin in January next year for a 12-month term -> work alongside Nicole for the first 6 months then the next co-chair
 - You can develop and utilize leadership skills while helping with the YPA
 - There are eligibility requirements detailed in bylaws -> people have at least 50% attendance at forums in the last year
 - Encouraged coordinators finishing the end of their terms to apply
- Reminder for Coordinators on organizing 2023 Co-Coordinator candidates
 - Start thinking about who will be taking over the position that starts in January
- Updating YPA Liaisons for 2023
 - There are around 7 liaison positions. The role of the liaison is to act as an intermediate between YPA and selected organizations.
 - Within Yale (ex: career strategy, center for teaching and learning, etc) and external (ex: NPA)
 - Currently updating the liaison positions so there are a number of open slots.
 - If anyone is interested in getting involved, please reach out.
- Annual bylaws review complete
- NPA conference proposals due end of October - call for ideas
 - This is scheduled for late April
 - YPA has regularly submitted and presented at NPA so co-chairs are looking to submit for the next conference so if there's anyone who would like to be involved or ideas for topics, please reach out
- NPA Postdoc Council nominations for 2-year term beginning 01/2023, due October 28
 - Composed of 12 postdocs from around the US and they work to advocate for postdoctoral needs across the US and they are seeking nominations beginning January next year.
 - Someone can reach out to Nicole/Krishna or Erin to receive nominations. If you're not a NPA member there's an organizational one that can be submitted through Erin

Treasury Committee [5 min]

- 2023 budget proposals.
 - o Coordinators should have received an email from Mariateresa last week so let her know if you haven't. Her main point was about clarity in budget proposals – try to be specific.

- o Be realistic in what you're asking for (relates to all of the subcommittees). If you need more money or you think we should need more money, just put it in the proposal.
 - o You can send the revised proposal to Mariateresa.
- To advertise a vacant Treasurer position

Community and Networking Committee [5 min]

- **New Members Introduction;** Ivan Bespalov, Alexandra Bergfort, Mobin Alipour, Danielle Raad, Aliaksandr Kishchanka
- **Upcoming October Events**
- Thursday, Oct. 20 at 12 pm: New Haven Museum Tour
 - o 20 spots and ~14 spots are filled so sign up soon if interested.
- Friday, Oct. 21, 6:30 pm: Family-friendly Halloween Party, Luce common room (collaboration with the OPA and YBPA)
 - o There will be: pumpkin decorating, drinks/snacks, a Halloween movie and a Halloween costume contest.
- Sunday, Oct. 23: Hiking in Sleeping Giant park
- Date TBD: Ghost Walk
- **Events in progress for November**
- Saturday, Nov. 5: Fall trip with the OISS - Mystic Seaport museum
 - o Will be a bus / cost but getting details on that.
- Center for British Art Tour
 - o Peabody behind the scenes tour TBD.
- **TBD for December**
- Game night at the OISS
- Holiday party

Mentorship Committee [8 min]

- New mentorship committee member introduction
 - o New member (Kehinde Twiso) who will be coordinating the mentorship training program with OPA.
- Sign up for Faculty-Postdoc mentorship program
 - o If there are postdocs who are still interested to participate in this program, you can contact Pranava, Aman, or Thomas to do a late sign-up.
- Sign up for mentorship training program
 - o There will be in person training the next month -> ads coming out so keep an eye out for them.
- Modern instructor program announcement
 - o All participants have signed up and will be trained through Poorvu center
 - o We will be making announcements for audience members for these lectures/programs.
 - o Each postdoc will have 2 1-hour sessions where we invite students, postdocs, etc to come and join to learn about their topic of interest.
- Soliciting coordinator for buddy program

- o This is a good way to join YPA.
- o These programs are sort of designed already so the amount of work that needs to be done is little because it isn't something you are building ground up.
- o Contact Pranava or Aman
- Soliciting coordinator for peer mentorship program
 - o Nicole: YPA mentorship committee has a nice rundown on website about these programs (previous notes apply here too)
 - o Krishna: At the symposium you gave out awards. Do you have a certificate to give out for the awards?
 - This was Erin's responsibility and she will get it figured out.

Professional Development Committee [5 min]

- The last Career Cafe was on Sept. 28th with a focus on academia and great panelists. The next event will be announced.
 - o They have different panelists from different areas and are trying to do an industry focused one in November.
- The first in person Pint of Postdoc was on Sept. 27th and it was a great success. The next event will be in November in Gryphon we will update you on the date later. Please let us know if you are interested in presenting your project please fill out the signup form that we have sent you.
 - o Really successful – many showed up.
 - o The next one they are thinking of November but the dates will be updated.
- The Immigration law seminar held on Oct. 6th.
- Plan to organize workshops such as writing and handling conflicts in academia, as well as site visits. We will update you later with the dates.
- Introduction of a new member, Laura Santos.
 - o The committee is open to suggestions for career café
 - o If you want to present your postdoc project for Pint of Postdoc, please let them know. They have circulated registration, so please fill that out or send them a message on Slack/email.
 - o Krishna: Did you, or anyone else attend the immigration law? Is it worth it? Should we do it more frequently? Should we set up a recurring one with some group?
 - o Sadaf: We had one in April and this was the second one. It is very well attended and they contacted OISS to collaborate with them on other immigration related workshops or seminars but this group seems pretty good. If anyone in this committee plans to have a consultation with them or has experience with them, please let them know if they are a good group so they can plan accordingly.
 - o Krishna: I was thinking quarterly since we have such a big turnover rate and this is probably good for a good portion of them.
 - o Nicole: OISS does organize some seminars but this was a little bit different because this was coming from a law firm.
 - o Sadaf: I think they will be happy to do it every 3 months. I can bring it up with them for sure.

Communications Committee [0 min]

- Nicole: Make sure you've joined Yale Connect so you can get access to all the events and newsletters.

Symposium Committee [5 min]

- Meetings in progress – 2nd meeting this week
 - Have a lot more people joining.
- Symposium will be held mid-end May 2023
- Subcommittee leads defined
- Currently with 17 members
- Looking for YPA member with Yale connect practice – training communications lead
 - Need someone to train them on maneuvering Yale Connect so if they could get a training that would be great.
 - Nicole: If you haven't already, it's worth reaching out to communications because in the past they've gotten assistance from them for the symposium.
 - Krishna: If other committees are interested, we could do a group training so you can create your own events.
 - Nicole and Krishna will discuss this with communications.
- Still looking for members

Advocacy Committee [5 min]

- NPAW was Sept 19-23. Thank you to all who organized and participated in events, especially Victoria and Erin at OPA. Recordings of the wellness seminars will be available on the YPA website. Feedback on any of the events is welcomed.
 - o There were a variety of different events throughout the week. Thank you to everyone who helped coordinate those events and the office of postdoc affairs (Victoria and Erin).
 - o Mindfulness and meditation seminar – those were recorded and they will be posted on YPA website and please feel free to contact Jacqueline with any feedback on those events or anything you'd like to see next year.
- Advocacy committee is recruiting new members and a new co-coordinator.
 - o Other focuses: collecting data and advocating for postdoc issues ranging from childcare issues to international postdoc issues to all sorts of health and pay/salary issues.
 - o Contact Jacqueline for co-coordinator position.
- NPA upcoming seminars: Health Insurance 101- Oct 19 1pm
 - o Nov 2nd at 1PM – Immigration and VISAs
 - o NIH training website has a “Becoming a Resilient Scientist” series – some of the webinars have already happened but if you register you can get access to the recordings
 - o At Yale, the Being Well Office is doing a Mental Health Certification course (November 3rd from 9AM-3:30PM and there might be a short part you do that

before – email Danielle Casioppo danielle.casioppo@yale.edu at Yale to register for that).

Associate Provost for Postdoctoral Affairs, Erin Heckler [5 min]

- Report from the AAMC GREAT Biomedical Research Training Conference
 - Join the NPA because Yale doesn't automatically enroll people – if you want to be an affiliate member with NPA because Yale pays organizational membership
 - Last week – AAMC was attended by all admins who work on MD/PhD, grad, postdocs, etc. The NIH usually sends people there as well. There was a lot of discussion, here are some of the themes:
 - Postdoc pay
 - Postdoc shortage
 - Choosing academic career paths
 - The value of the academic career path and encouraging people to faculty careers while also being realistic about what that means
 - NIH: the new director for biomedical research work force talked about the NIH initiative and getting feedback
 - If you have opinions, you should share them with the NIH
 - Go to NIH and look for RFI or service request for information. It's in the newsletters as well if you sign up for it. There was one in the spring about equity.
 - How to incorporate the prospective challenges of international postdocs into the training they do
 - Rebuilding community
 - Working group about postdoc and equity in hiring
 - SOMEONE: Was there talk about what the pay should be?
 - Erin: We can't discuss specifics at the conference because of anti-trust laws but:
 - Stanford (cost of living is really high) and St Jude's (different funding – non-private by donations) are jumping to 70K. R01 grants have not increased so every time a salary increases, it takes from the grants. This was feedback provided to NIH. There's a lot of discussion. Broadly, it's challenging because postdocs are paid from R01s. It didn't seem like NIH is keen on increasing this funding because they would need an increase in their budget. The NIH budget doubled in the 90s so that would need to happen again. While they've increased the NIH budget but in terms of inflation, it's basically stayed flat because the purchasing power is not there.
 - Someone: What can we do to help?
 - Erin: Call congressional office, lobby, etc. If advocacy was interested in doing more advocacy to the government then we could talk about that. FASEB has a lot of good resources on how to advocate and talk to your representative. NCAA also has a government area so they also give a report – some of the NIH supporters in congress are retiring and they may

well likely be replaced by people who don't care about science or education

- **SOMEONE KEEPS ASKING QUESTIONS**
- Has there been any talk about ___ employer/employee relationships??
- In congressional mandate that created the NRSA that they can't be employer -> this has to do with NIH and IRS
- Doesn't say anything that prevents the school
- Depends on how general counsel office interprets -> can't have an employee/employer relationship -> some institutions, the way that other institutions work around it is to be a matriculated student but that affects your benefits and what you have access to
- Public/state (not employee of university or NIH) -> could get around that
- NPA is trying to do a lot of work around that area
- Nicole: It would be great to discuss with NPA
- Nicole: Van Andel just moved to 70K. This might be more of a model and this is going to be a competitive issue for institutes.
- Erin: There's a lot of competition and faculty are very concerned about being able to recruit postdocs.
- New postdoc orientation is Thursday Oct 20 9-10am Humanities Quadrangle Room 136
 - Last time this was hybrid format – Nicole and Krishna came at the end and it worked really well. They had a lot of great questions and engagement
 - Nicole: If you don't have anyone, we can help with that. Usually, it's communications but we can figure it out.
- Benefits:
 - Communication to postdoc fellows paid externally on how to apply to the childcare stipend
 - Work-life has figured out how to make sure that PDFs are able to apply to this (was a bit of a different process).
 - Communication to postdocs, lead admins, Deans Offices on postdoc fellow health care subsidy change for Jan 2023
 - When you get a PDF, you need to have your health benefits subsidized by faculty member or department. This is only for the individual plan and if you are on a fellowship and require dependent/spouse coverage so this is a fund that subsidizes that payment.
 - PDFs: do they still have access to the daycare backup?

Open Forum – Questions/Comments [20 min]

- Azmi: We are organizing winter care packages. There's a post on Slack about the winter care package drive – there's a wishlist on Amazon so you can buy stuff to get pre-ordered. They are trying to prepare 100-150 packages for unhoused population in November. This year, advocacy and YBPA are helping with this initiative.
- Sadaf: For our virtual sessions, especially career café, we were thinking to have some incentive for people to participate and one of their members mentioned he received a

card/code to be cashed as a coffee, for example, in Yale cafeterias. Has anyone had experience with this?

- Nicole: Is this vouchers for food/beverages for virtual participants of events that they can cash in at a later time?
- Sadaf: Yes.
- Krishna/Nicole: In the past, Grubhub vouchers were used for events but one thing to mind is cost per person and the delivery time might not work for some events but if there's an option to get a voucher through Yale Caf that could be a great idea but no one here has heard of that.
- Krishna: This is through Yale catering. All the undergrad dorms and West Campus caf are under some group but I forget what it is. I can help you find the website if you need help.
- Sadaf: I participated in an event and after getting on the Zoom, they sent a link to register. Do we have such a thing?
- Nicole: I believe there's a functionality in Yale Connect. It would be helpful for committees to have a Yale Connect training session to help with these.
- Erin: With all the increase in programming, the office has approval for a new admin assistant so that person could help with this kind of stuff. I don't know when they will be onboarded. If it's a large investment of your time, let us know if we can help with that.